

Custom DC plan benchmarks

Ambulatory healthcare

Strategic Retirement Consulting

June 2021

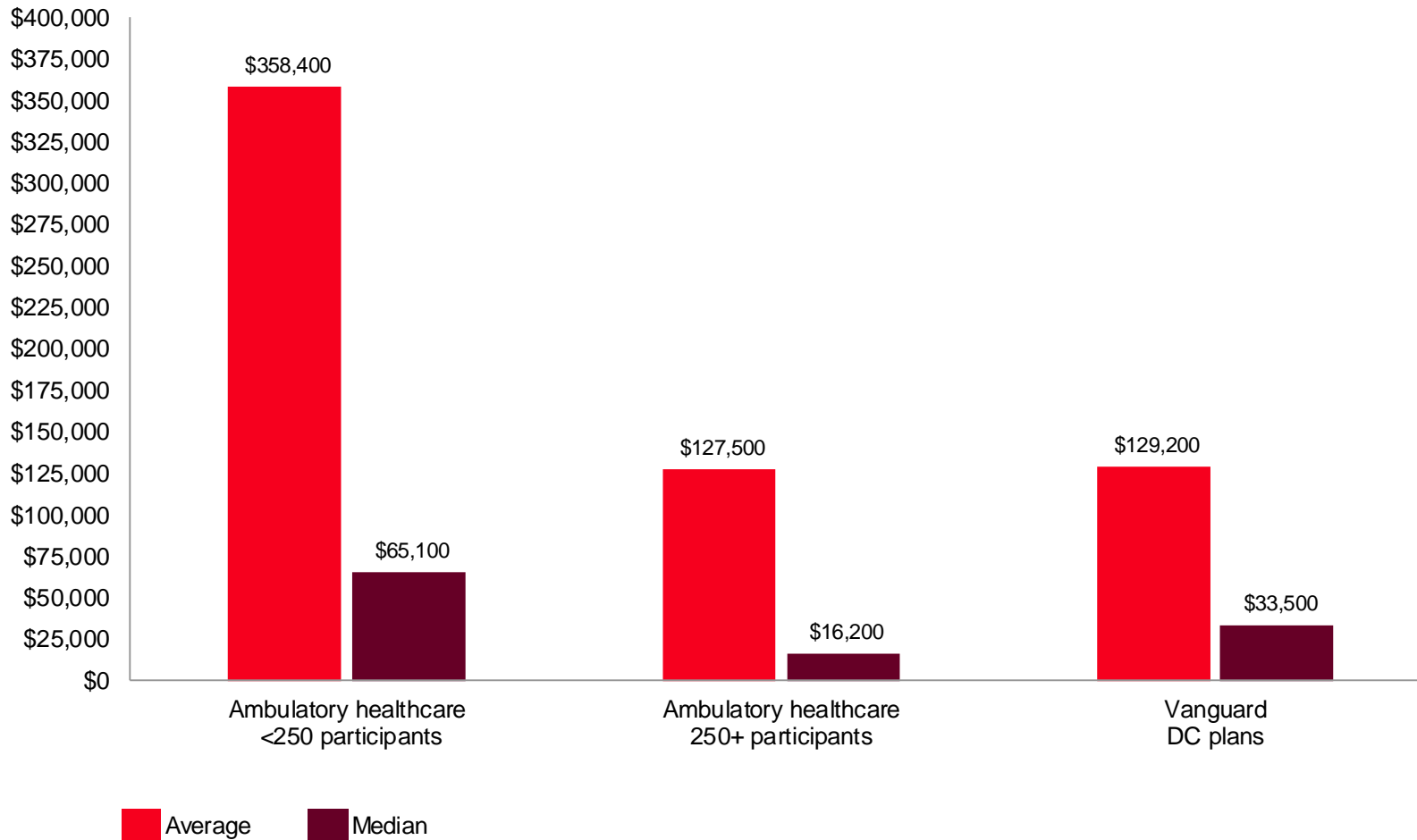


Benchmark population

	Ambulatory healthcare <250 participants	Ambulatory healthcare 250+ participants	Vanguard DC plans
Number of plans	66	55	1,725
Number of participants	6,295	78,464	4.7 million
Average number of participants	95	1,427	2,700
Median number of participants	89	585	490
Amount of assets	\$2.3 billion	\$10 billion	\$601.4 billion
Average assets	\$34.2 million	\$182 million	\$348 million
Median assets	\$22.7 million	\$98.5 million	\$68.3 million

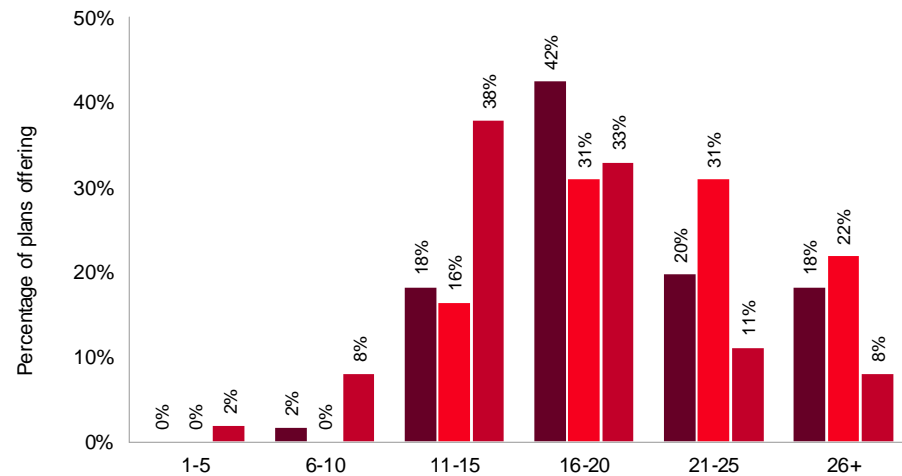
The ambulatory healthcare industry is defined by NAICS (North American Industry Classification System) subsector 621.

Participant balances

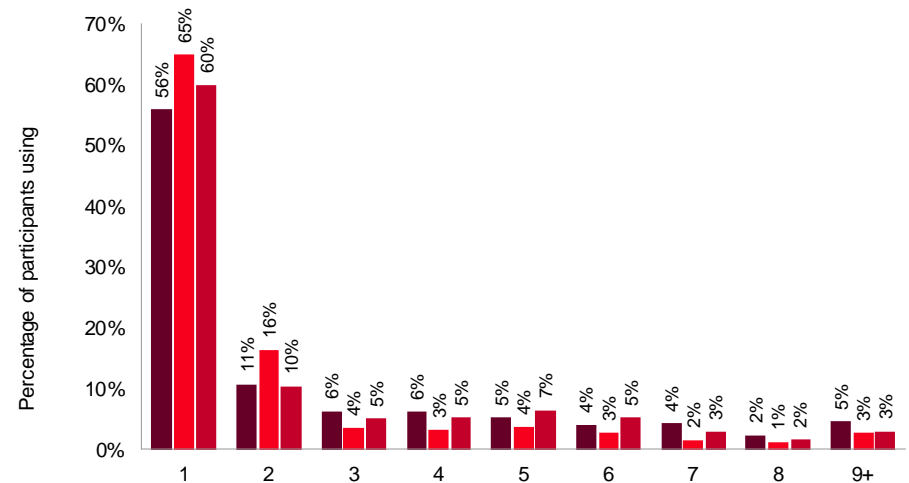


Number of fund options offered and used

Funds offered per plan (all life-cycle funds counted as one)



Funds used per participant



	Average funds offered	Median funds offered	Average funds used	Median funds used
Ambulatory healthcare <250 participants	20.4	19	2.7	1
Ambulatory healthcare 250+ participants	21.1	21	2.1	1
Vanguard DC plans	17.5	16	2.5	1

Types of investment options offered and used*

	Ambulatory healthcare <250 participants		Ambulatory healthcare 250+ participants		Vanguard DC plans	
	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*
Cash	98%	20%	100%	8%	98%	14%
Money market	79	13	73	6	67	7
Stable value / GIC	53	17	56	6	66	13
Bond	98%	20%	100%	12%	98%	19%
Active	71	12	87	5	78	8
Index	91	17	89	10	89	16
Inflation protected securities	41	3	58	2	34	3
Multi-sector	3	3	9	3	7	3
High-yield	26	6	20	3	18	5
International	14	4	24	2	19	3
Global	2	8	4	2	4	2
Emerging markets	0	0	0	0	1	2
Balanced funds	100%	75%	100%	89%	99%	85%
Traditional balanced	77	19	67	12	64	14
Target-risk	24	29	22	6	14	7
Target-date	85	68	96	86	95	80
Company stock	0%	0%	2%	57%	8%	37%
Self-directed brokerage	32%	6%	51%	3%	20%	1%

*Among participants offered the option.
Source: Vanguard, as of December 31, 2020.

Types of investment options offered and used* (continued)

	Ambulatory healthcare <250 participants		Ambulatory healthcare 250+ participants		Vanguard DC plans	
	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*	Percentage of plans offering	Percentage of participants using*
Equity funds	100%	37%	100%	21%	99%	33%
Domestic equity funds	100%	35%	100%	20%	99%	32%
Large-cap index	100	26	100	15	96	24
Large-cap active	91	19	67	13	71	15
Large-cap value	97	14	95	6	87	10
Large-cap growth	97	17	100	10	90	14
Large-cap blend	100	24	100	15	98	24
Mid-cap index	73	12	95	8	81	15
Mid-cap active	76	9	71	6	53	8
Small-cap index	85	14	87	6	61	10
Small-cap active	45	8	29	6	34	7
Socially responsible	11	2	11	4	12	5
International equity funds	98%	21%	100%	12%	97%	20%
Active international	82	13	84	8	76	14
Index international	80	15	87	8	82	12
Emerging markets	38	9	53	4	34	9
Global equity funds	32%	10%	20%	2%	18%	4%
Sector funds	62%	10%	65%	4%	36%	7%
REIT	47	8	62	3	32	6
Health care	29	10	29	5	9	6
Energy	6	7	11	4	5	3
Precious metals	6	3	4	2	3	2
Technology	3	6	9	3	3	5
Utilities	2	1	2	2	1	2
Natural resources	0	0	0	0	1	3
Financials	0	0	0	0	<0.5	<0.5
Communications	0	0	0	0	<0.5	1
Commodities	0	0	0	0	<0.5	3
Consumer	0	0	0	0	<0.5	1
Industrials	0	0	0	0	<0.5	<0.5

*Among participants offered the option.

Source: Vanguard, as of December 31, 2020.

Target-date funds availability and use

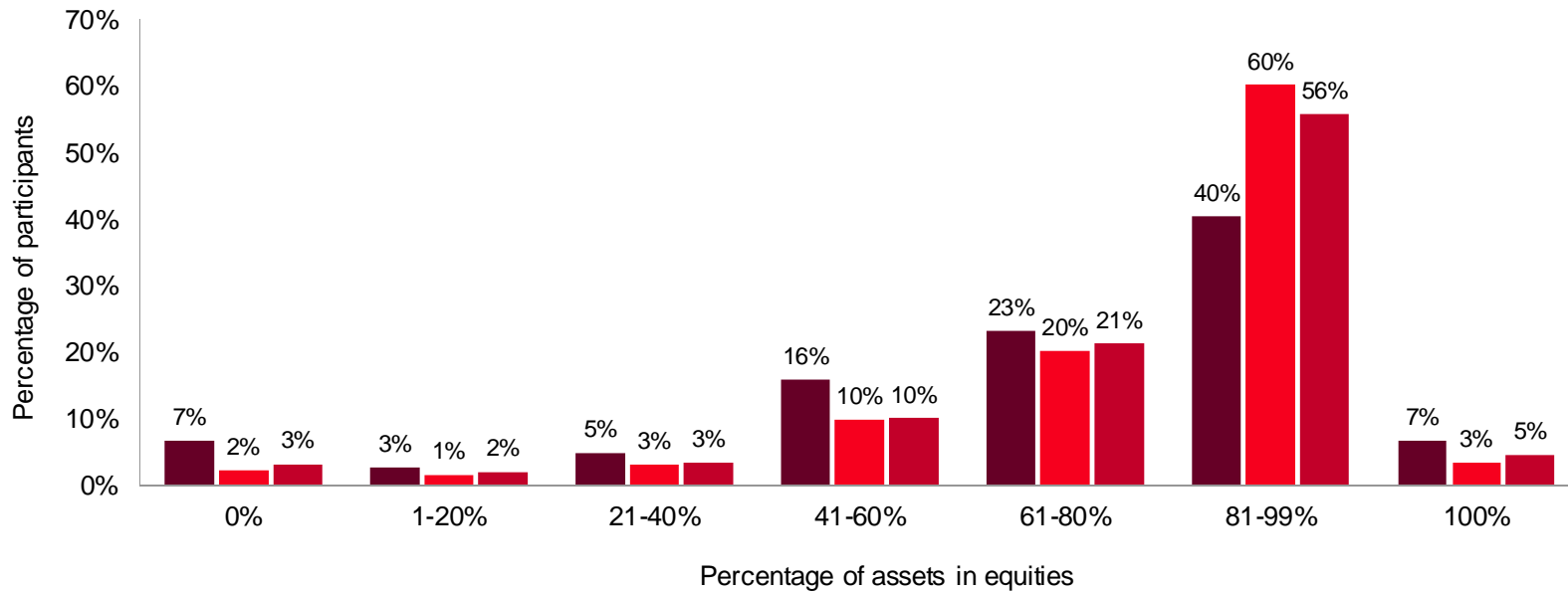
	Ambulatory healthcare <250 participants	Ambulatory healthcare 250+ participants	Vanguard DC plans
Percentage of plans offering	85%	96%	95%
Plan assets invested*	36%	41%	37%
Percentage of plan assets*			
<10%	5%	2%	5%
10–19%	18%	9%	13%
20–29%	25%	17%	20%
30–39%	16%	30%	22%
40–49%	16%	13%	13%
50%+	20%	28%	27%
Percentage of participants using *	68%	86%	80%
Percentage of participant assets**	66%	66%	59%
Percentage of participant assets in target-date funds**			
1–24%	8%	6%	11%
25–49%	7%	4%	9%
50–74%	4%	2%	4%
75–99%	7%	15%	6%
100%	73%	73%	70%
Percentage of participants owning**			
One target-date fund only	69%	71%	67%
One target-date fund plus other funds	23%	25%	27%
Two or more target-date funds only	4%	2%	2%
Two or more target-date funds plus other funds	5%	2%	4%

*Among plans offering target-date options.

**Among participants owning target-date options.

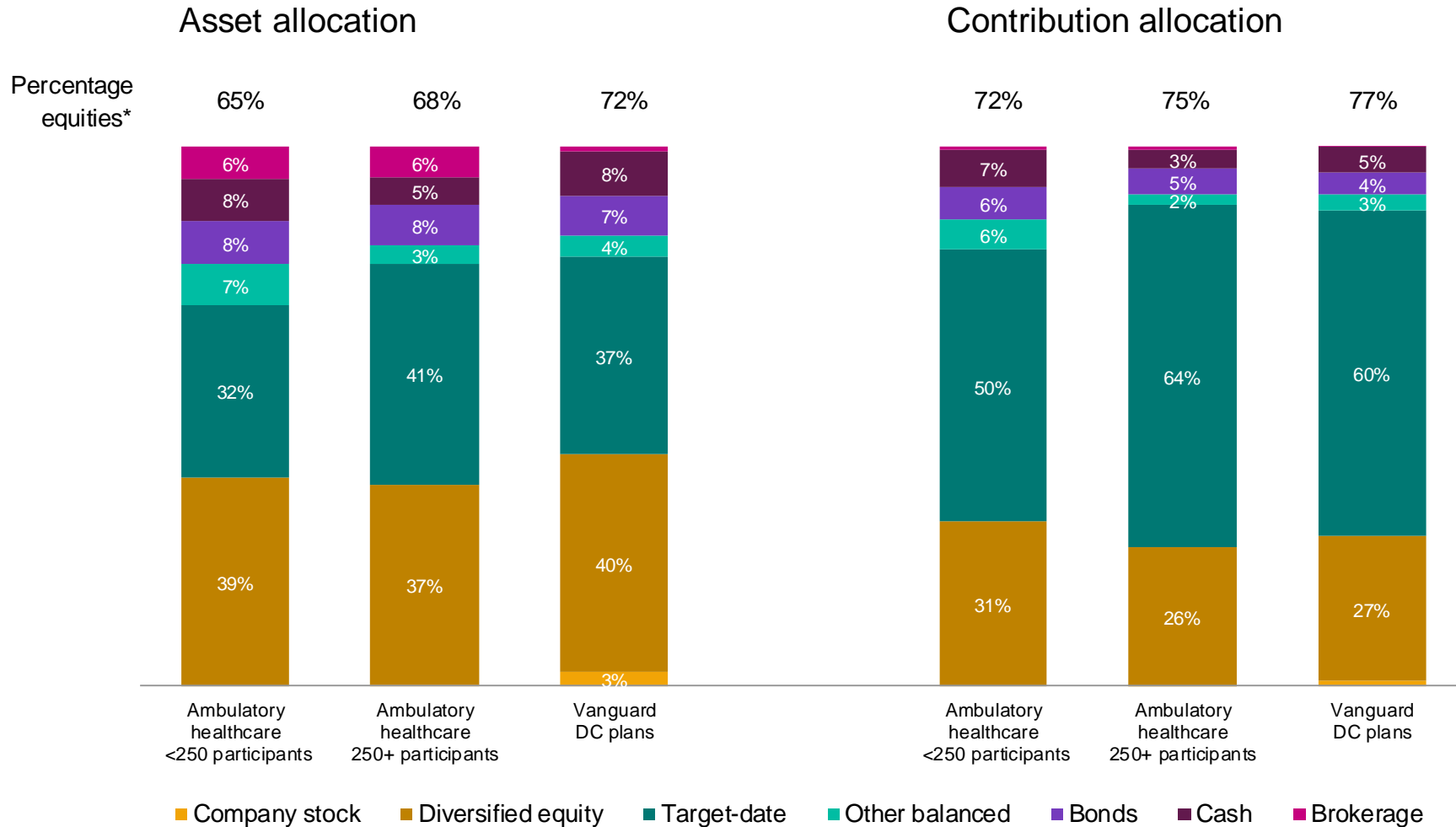
Source: Vanguard, as of December 31, 2020.

Participant equity exposure



	Average percentage in equities	Median percentage in equities
■ Ambulatory healthcare <250 participants	69%	77%
■ Ambulatory healthcare 250+ participants	78%	89%
■ Vanguard DC plans	76%	86%

Asset and contribution allocations



*Equities include company stock, diversified equity, and the equity portion of balanced funds.
Source: Vanguard, as of December 31, 2020.

Participants with professionally managed allocations

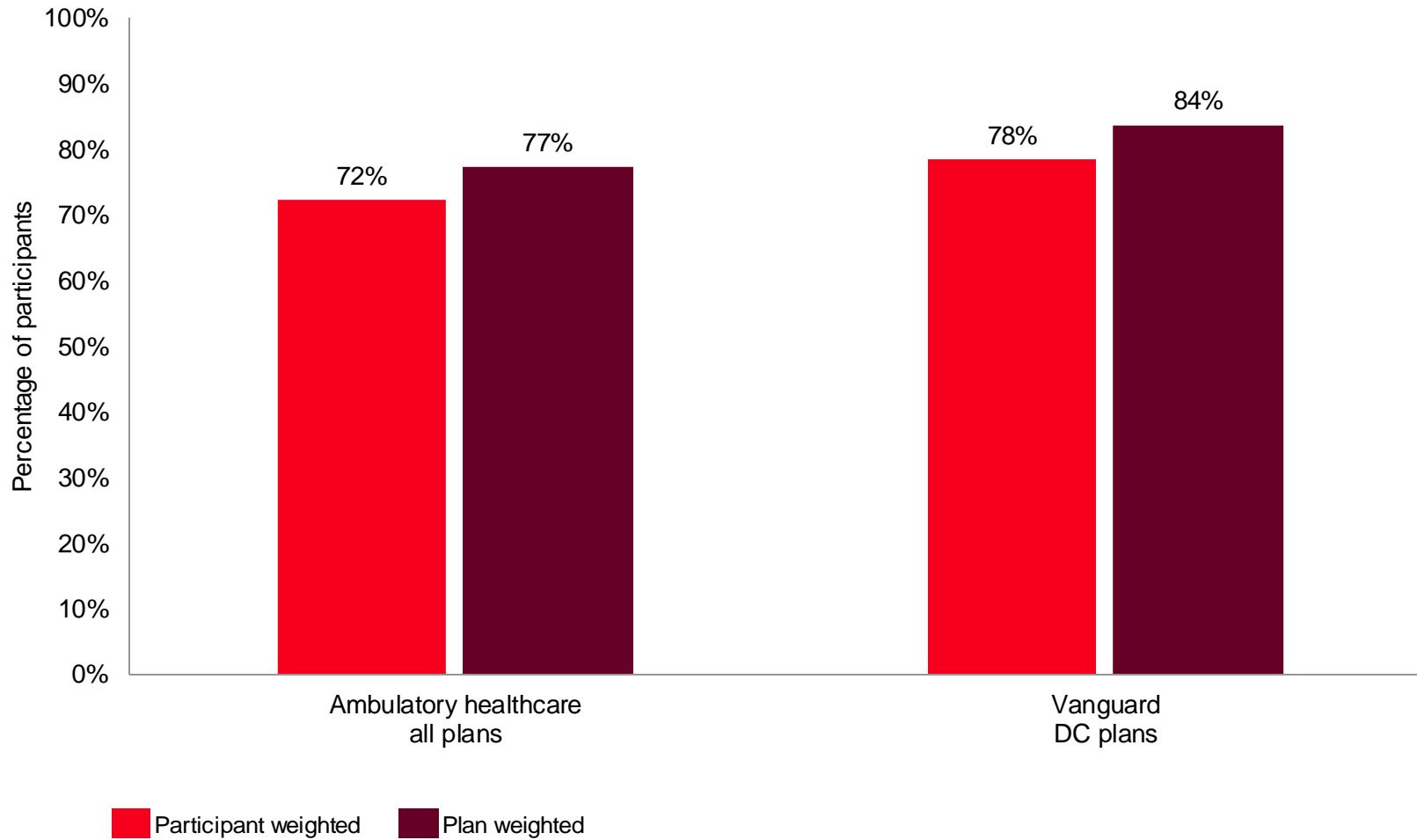
	Ambulatory healthcare <250 participants	Ambulatory healthcare 250+ participants	Vanguard DC plans
All participants			
Single target-date fund	42%	61%	54%
Single balanced fund	6%	1%	1%
Managed account program	1%	2%	7%
Total	49%	64%	62%
New plan entrants during the year			
Single target-date fund	67%	91%	84%
Single balanced fund	9%	1%	1%
Managed account program	0%	1%	2%
Total	76%	93%	87%

Automatic enrollment options*

	Ambulatory healthcare all plans	Vanguard DC plans
Automatic enrollment*		
Number of plans	33	850
Percentage of plans	28%	54%
Default automatic enrollment rate		
1 percent	3%	1%
2 percent	6%	5%
3 percent	39%	37%
4 percent	27%	15%
5 percent	9%	16%
6 percent or more	15%	26%
Default automatic increase rate		
1 percent	64%	67%
2 percent	6%	2%
Voluntary election	18%	24%
Service feature not offered	12%	7%
Default automatic increase cap		
<6 percent	4%	2%
6 to 9 percent	4%	19%
10 to 14 percent	70%	52%
15 to 19 percent	9%	16%
>20 percent	4%	6%
No cap	9%	5%
Default fund		
Target-date fund	94%	98%
Other balanced fund	6%	1%
Money market or stable value fund	0%	1%

*Limited to plans using Vanguard's automatic enrollment service.
 Note – Total industry shown due to insufficient sample.
 Source: Vanguard, as of December 31, 2020.

Participation rates



Note – Total industry shown due to insufficient sample.

Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Participant deferral rates

	Ambulatory healthcare all plans	Vanguard DC plans
Deferral rates		
Average	6.8%	7.2%
Median	5.8%	6.0%
Distribution of rates		
<4.0%	29%	27%
4.0% – 6.0%	24%	21%
6.1% – 9.9%	31%	30%
10.0% – 14.9%	11%	16%
15.0%+	6%	6%

Note – Total industry shown due to insufficient sample.

Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

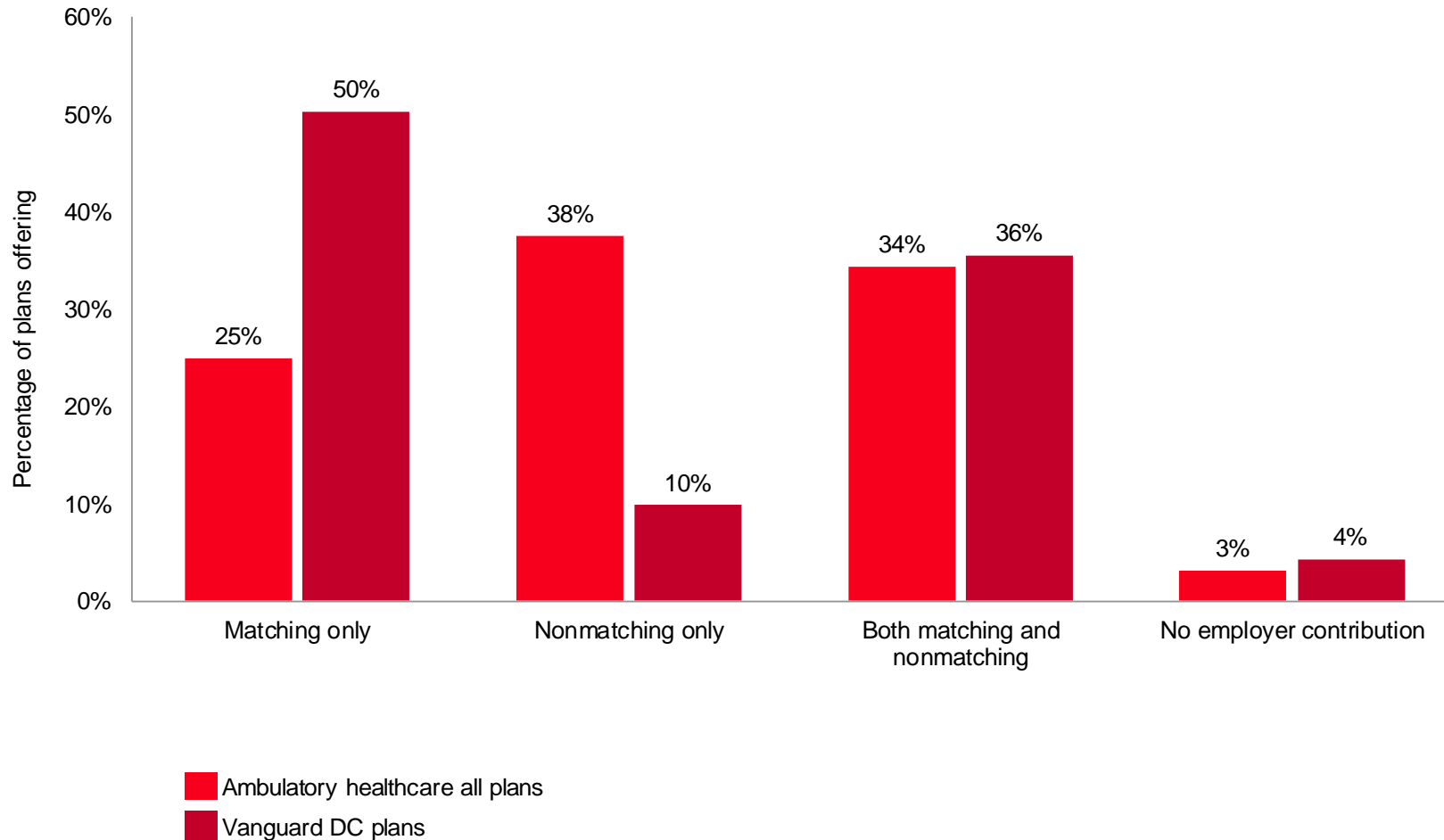
Aggregate participant and employer contribution rates

	Ambulatory healthcare all plans	Vanguard DC plans
Total savings rate		
Average	11.2%	11.1%
Median	10.3%	10.2%
Distribution of rates		
<5.0%	17%	19%
5.0% – 8.9%	22%	21%
9.0% – 11.9%	21%	22%
12.0% – 14.9%	15%	16%
15.% +	25%	22%

Note – Total industry shown due to insufficient sample.

Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Types of employer contributions

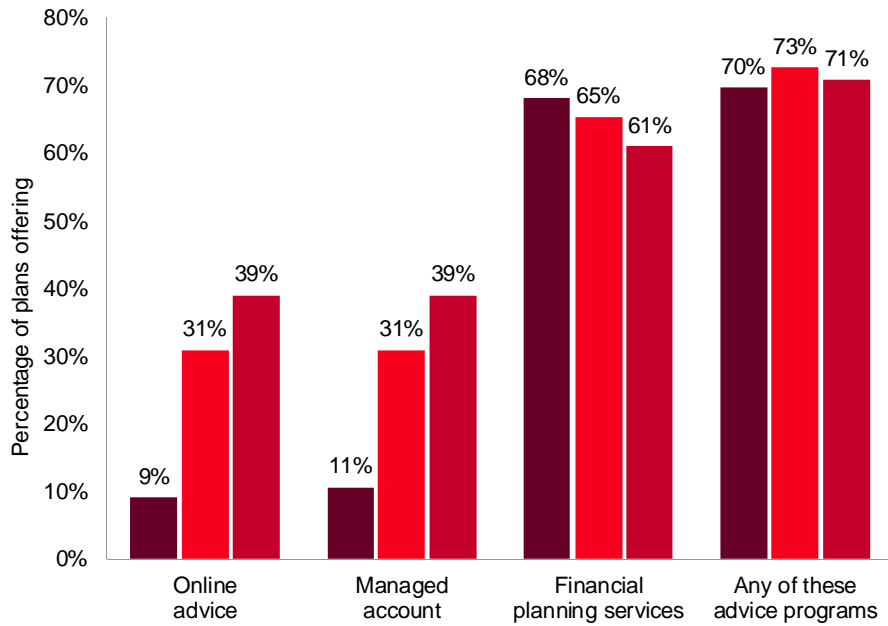


Note – Total industry shown due to insufficient sample.

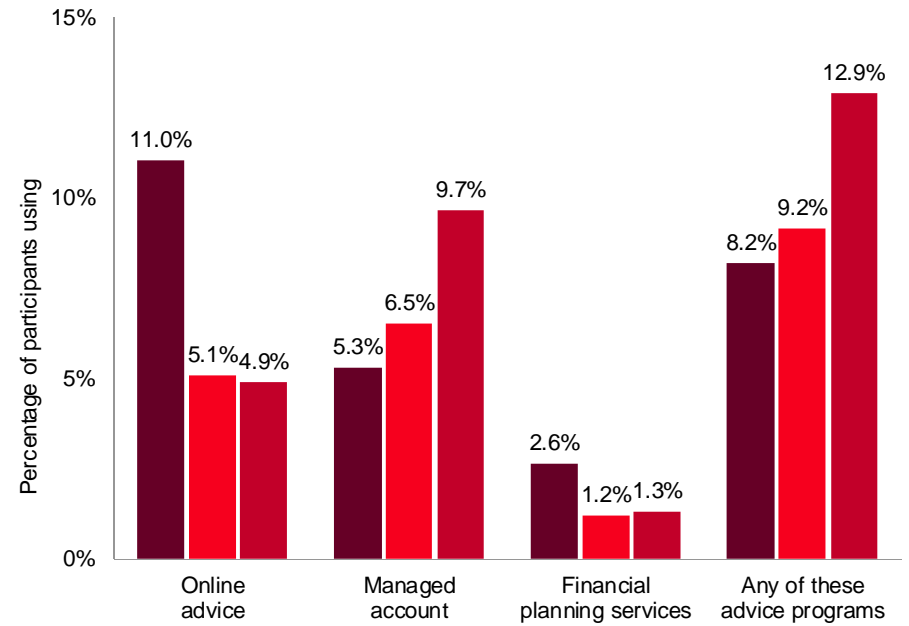
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Advice services

Advice offered

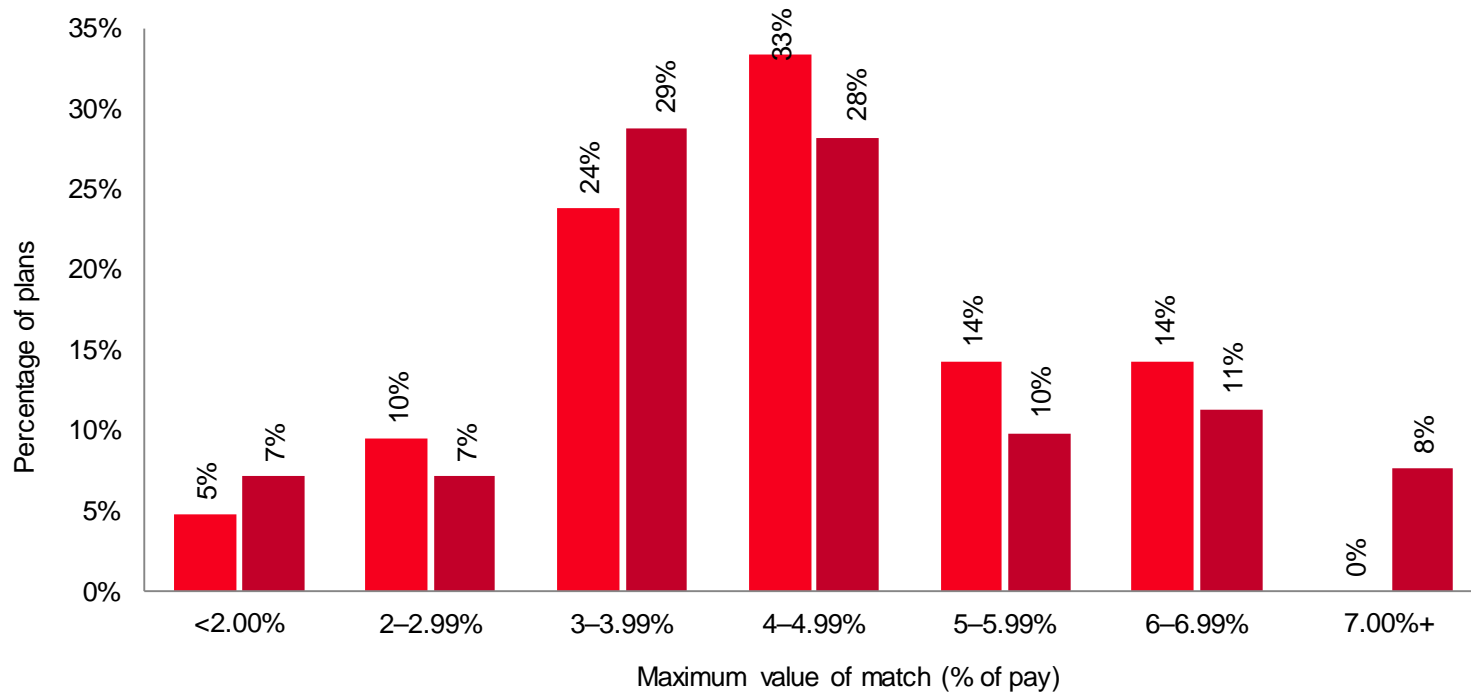


Advice used



- Ambulatory healthcare <250 participants
- Ambulatory healthcare 250+ participants
- Vanguard DC plans

Matching contributions

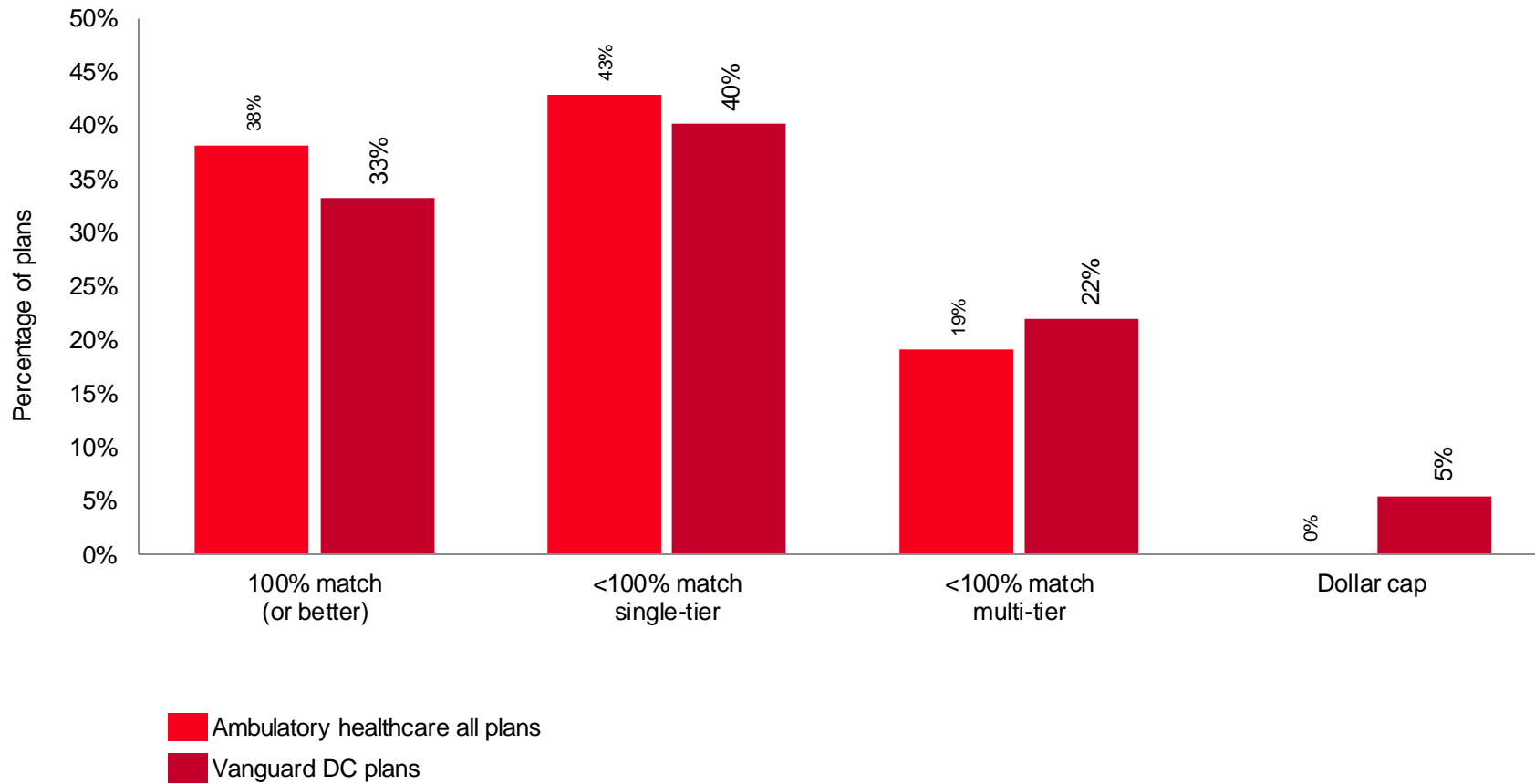


	Average value	Median value
■ Ambulatory healthcare all plans	3.9%	4.0%
■ Vanguard DC plans	4.5%	4.0%

Note – Total industry shown due to insufficient sample.

Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Matching formulas



Note – Total industry shown due to insufficient sample.
Source: Vanguard active plans with nondiscrimination testing completed during the past two years.

Roth availability and use

	Ambulatory healthcare	Ambulatory healthcare	Vanguard DC plans
Percentage of plans offering Roth	73%	91%	74%
Percentage of plan assets invested in Roth*	5.2%	4.7%	3.0%
Distribution of percentage of plan assets in Roth			
<1%	13%	24%	23%
1–2%	27%	24%	37%
3–5%	22%	27%	25%
6–9%	13%	16%	9%
10–14%	13%	8%	4%
15%+	11%	0%	2%
Percentage of participants with assets in Roth*	18%	13%	14%
Percentage of participant assets in Roth**	16%	19%	16%
Distribution of participant assets in Roth			
1–24%	59%	53%	56%
25–49%	25%	27%	22%
50–74%	11%	13%	13%
75–99%	3%	4%	6%
100%	2%	3%	3%
Percentage of participants making Roth contributions (past 12 mo)***	22%	13%	14%
Percentage of participant contributions going to Roth**	79%	65%	53%
Distribution of percentage of participant contributions to Roth			
1–24%	10%	17%	24%
25–49%	14%	23%	25%
50–74%	12%	17%	15%
75–99%	5%	5%	7%
100%	60%	38%	29%

*Among plans offering Roth.

**Among participants using Roth.

***Among participants making elective deferrals.

Source: Vanguard, as of December 31, 2020.

Participant loans and in-service withdrawals

	Ambulatory healthcare <250 participants	Ambulatory healthcare 250+ participants	Vanguard DC plans
Outstanding loans*			
Percentage of participants with outstanding loans	8%	10%	13%
Percentage of account balance in loans	4%	9%	9%
Average loan balance	15,369	9,887	10,383
Number of outstanding loans per participant*			
No loans	92%	90%	87%
One loan	7%	7%	10%
Two loans	1%	2%	2%
Three+ loans	0%	0%	1%
Loans issued past 12 months*			
Average per 1,000 active participants	36	62	86
Average loan amount	25,355	11,116	11,378
Nonhardship withdrawals taken past 12 months**			
Average per 1,000 active participants	81	42	85
Average withdrawal amount	67,612	41,858	19,549
Hardship withdrawals taken past 12 months**			
Average per 1,000 active participants	34	88	145
Average withdrawal amount	24,983	10,393	13,217

*Among plans allowing loans.

**Among participants allowed in-service withdrawals.

Source: Vanguard, as of December 31, 2020.

Important information

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